

December, 2016

healthcare Workforce update

ADDRESSING THE HEALTHCARE WORKFORCE NEEDS IN SOUTH DAKOTA THROUGH A PARTNERSHIP BETWEEN THE DEPARTMENTS OF EDUCATION, LABOR & REGULATION, HEALTH AND THE BOARD OF REGENTS

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Healthcare Workforce Collaborative

Greetings from the South Dakota Healthcare Workforce Center. Staffs of the Center and the Healthcare Workforce Collaborative continue to work at addressing South Dakota's healthcare workforce needs. Read on to see what's noteworthy over the past few months as well as what's coming up in the near future! As always, we welcome your feedback regarding these and other workforce development issues.



2016 Rural Healthcare Facility Recruitment Assistance Program

Contributed by SD Office of Rural Health

It has been another great year for the Rural Healthcare Facility Recruitment Assistance Program. The 2016 program is currently filled with some applicants on a waitlist. The 2017 program is scheduled to open on May 1st. Since the program is filled on a first come, first served basis, the Office of Rural Health suggests getting your applications submitted in a timely manner! The application will be posted on the Office of Rural Health page on May 1st: <http://doh.sd.gov/providers/ruralhealth/recruitment/Facility.aspx>.

The program helps rural medical facilities in South Dakota recruit nurses, therapists and other health professionals by providing \$10,000 incentive payments to participating health professionals who complete three-year service commitments in communities with 10,000 people or less. Applications must be submitted by the employing health facility. Each eligible facility may have up to 3 participants each year. Currently participating health professionals include nurses, physical therapists, paramedics, pharmacists, dietitians, medical laboratory professionals, occupational therapists, respiratory therapists and radiologic technologists.

For more information about the Rural Healthcare Facility Recruitment Assistance Program, email Jill.Dean@state.sd.us, or visit <http://ruralhealth.sd.gov>.



SDSU Medical Laboratory Science Program Director to Chair International Advisory Committee in Medical Microbiology

Contributed by South Dakota State University

Pat Tille Ph.D. MT(ASCP), director of Medical Laboratory Science program since 2009, was notified Oct. 25, 2016, that she had been appointed chair of the microbiology advisory group for the International Federation of Biomedical Laboratory Science.

Tille will serve a two-year, renewable term with professionals from other international laboratory science organizations in Coratia, Denmark and Nigeria.

The newly formed advisory group will assist in document development on behalf of the federation to the World Health Organization and assist in the federation's scientific publication. The committee will report back to the federation's president and board of directors on issues pertaining to medical microbiology.

The goals and charges of the advisory board include assisting and advising the Board of Directors on issues pertaining to Medical Microbiology as required; reviewing any draft documents from the WHO or IFBLS in Medical Microbiology; reviewing draft documents from ISO/TC 212 or the Clinical and Laboratory Standards Institute for (CLSI) for IFBLS relating to Medical Microbiology; bring relevant and urgent issues regarding Medical Microbiology to the attention of the Board of Directors, and assist the editor of the International Journal of Biomedical Laboratory Science (IJBLS) when required.

The federation seeks to promote good laboratory practice through high quality standards in diverse environments throughout the world.

Tille also serves as the Region V Director for the American Society for Clinical Laboratory Science, a position on the National Board of Directors. Tille holds many honors in the field of medical laboratory science in microbiology and molecular diagnostics. Most recently she was selected as a fellow of the Association of Clinical Scientists at its May 2016 meeting.

USD Sanford School of Medicine Update

Contributed by University of South Dakota



The USD Sanford School of Medicine (SSOM) is charged with producing a physician workforce focused on South Dakota, with special emphasis on rural medicine and family practice. The following provides updated metrics for the school:

- Because of the focus on South Dakota, over 90% of current SSOM medical students are residents of South Dakota and the rest have strong South Dakotan roots. SSOM is in the top third of the nation for retaining medical school graduates to practice in-state and >2/3 of the newly graduated class of 2016 plans to practice in South Dakota, among those who have made a decision.
- All medical students must do a residency after graduation. Although residency placement is increasingly competitive, all 2016 SSOM graduates were successfully placed in excellent residencies. The school is in the top 10% of medical schools nationally for placing students in family medicine residencies.
- A key aspect of the school is its emphasis on rural medicine. Approximately 44% of SSOM students are from a town of <10,000 people and the curriculum is designed to provide rural experiences. In 2016, the school was again #1 in the country for graduates who practiced in rural areas.
- All medical students take three national board examinations during medical school and one just after graduating. SSOM students performed above the national average on all four of these national boards, with pass rates among first-time takers being 96.5%, 100%, 100%, and 100% respectively.

These metrics are due to the outstanding work of students and faculty, and of the strong support and involvement of communities, hospitals, physicians, and leaders in South Dakota.

New Labor and Regulation Website Launched

Contributed by SD Department of Labor & Regulation



The South Dakota Department of Labor and Regulation (DLR) has launched a redesigned, mobile responsive website at dlr.sd.gov. The site also debuts the agency's new logo.

The latest features include an events calendar with search capability, sliders to highlight announcements and resources, and mega menus for more direct links to forms, online applications and program information.

“Our new website will provide better customer service through greater functionality and intuitive design,” said state Labor and Regulation Secretary Marcia Hultman. “Further technological enhancements to our job search system will be implemented early next year.”

Job seekers and employers can learn about workforce services available, including the SDWORKS jobs database, education and training opportunities, labor market information and state labor laws.

Public information on DLR's occupational licensing boards and commissions is also available, in addition to regulations and consumer protection guidance for the banking, insurance and securities industries.

DLR promotes economic opportunity and financial security for individuals and businesses. View detailed descriptions of the various divisions and programs, along with the appropriate contact information, in the staff directory.

Sanford Health Career Exploration Opportunities

Contributed by Sanford Health

Sanford Health Opportunity – HOSA (Health Occupations Student Association) and Sanford Youth Medical Explorers (YME)

Sanford Health is privileged to sponsor our own Sanford Health HOSA chapter through our Sanford Youth Medical Explorers program. Sanford Health provides students the opportunity to participate in HOSA activities, conferences and scholarships. HOSA is an international student organization recognized by the U.S. Department of Education and the Health Science Education (HSE) Division of ACTE. The Sanford YME program allows students to explore healthcare roles through tours and conversations with healthcare providers in the departments of the Sanford Medical Center in Sioux Falls. See link for application and information: <http://www.sanfordhealth.org/Careers/InternshipsJobShadowingAndResidency/HighSchoolStudentOpportunities>



Sanford YME meeting in Sanford Surgical Tower

High School Educational Tours

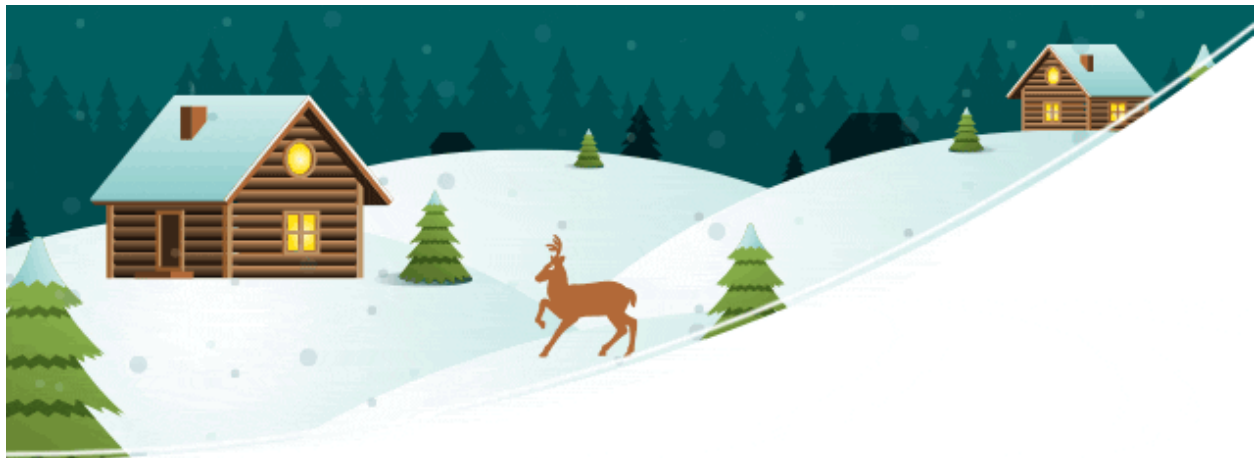
High School classes are invited to explore healthcare careers at Sanford USD Medical Center in Sioux Falls, tours available for 9-12 grade students to interact with healthcare professionals as they visit various hospital and outpatient departments. For more information about these opportunities, please contact: kelly.tollefson@sanfordhealth.org

Resume Builder for Students – Volunteering

Sanford Volunteers are in high demand and need students to volunteer throughout the Sanford campus. This first step into healthcare is valuable for student volunteers as they work alongside staff to serve our patients. Another perk for volunteers, Sanford USD Medical Center student volunteers are eligible for the Health Career Scholarship to benefit student volunteers enrolled in health career programs. Scholarship awards of up to five \$2,000 scholarships and up to five \$1,000 scholarships as provided by the Sanford USD Medical Center Volunteer Advisory Board. See additional information and application: <http://www.sanfordhealth.org/Careers/VolunteerOpportunities/SiouxFalls>

Sanford Research

Sanford Research located at the Sanford Center in Sioux Falls, provides undergrads and high school students an insider's view of research. Students are eligible to apply for shadowing and numerous hands on activities and research project internships, click on the link to view all available opportunities: <http://www.sanfordresearch.org/education/k12students/>



Dakota State University Becomes a HIMSS Approved Education Partner

Contributed by Dakota State University



As a result of meeting HIMSS's rigorous standards for quality health information technology and healthcare education, Dakota State University, Madison, South Dakota, has been named as a HIMSS Approved Education Partner (AEP). Dakota State University, as an AEP, joins an exclusive group of organizations authorized to offer HIMSS-approved healthcare and health information technology education and training programs that prepare candidates for advanced knowledge in health IT or healthcare. HIMSS' congratulates the administration of Dakota State University for creating an online M.S. in Health Informatics intended to produce master's prepared informatics professionals for executive-level and enterprise-wide administrative, research and/or applied health informatics positions with courses in many different topics so critical to the health informatics. We are so pleased to see topics like data analytics, lifecycle governance, workflow and usability optimization, system analysis and design, project and change management, enterprise modeling and data management, and others addressed in this program. This curriculum serves as a solid foundation to prepare the student to take the [CAHIMS](#) or [CPHIMS](#) exam.

Further, we applaud the work being done by Dakota State University with the Center for the Advancement of Health Information Technology (CAHIT) with the pursuit to enhance education, promote HIT adoption, and increase awareness to the topics relevant to HIT.

For more information, visit the organization's website at <http://dsu.edu/graduate-students/mshi> or contact Dorine Bennett, EdD, MBA, RHIA, FAHIMA, Coordinator, MSHI Program, 605-256-5137, dorine.bennett@dsu.edu

Avera Opportunities

Contributed by Avera Health

Avera Career Planning Service Offers Aid to People Changing and Seeking Jobs – One on One services to provide insight on the wide range of jobs in health care make the new Avera Career Planning Service a unique resource for anyone looking to change careers or get one started. Avera began the service this fall, and while its staff has been busy helping many employees, it's a program that encourages the public – of any age – to use it for getting started or to make preparations for the "next step" in your career.

Guided by the philosophy that career development is a lifelong process of exploration and decision-making, career planning is a service where you can explore, discover, and develop your role in the healthcare world. We understand that translating your passions into a purpose that aligns with your unique personality, skills and background requires an individualized approach. We can help at any step of your journey.

Getting the service is simple; you can just visit the Avera's website at www.avera.org/careers for information and to schedule a career consultation.

Internships Join our health care ministry as a student! An internship at Avera provides real-world education and training to prepare you for an eventual career in your chosen field. You'll also experience the caring work place culture present at Avera for over 100 years. Mark your calendar, summer internship applications accepted February 1st – 15th. Just go to www.avera.org/careers/internships to learn more.



Recruitment Assistance Program

Contributed by SD Office of Rural Health

The Recruitment Assistance Program currently has open slots and provides qualifying physicians, dentists, physician assistants, nurse practitioners or nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. Providers must enter into a contract with the South Dakota Department of Health in order to qualify. The amount of the incentive payment for a qualifying physician or dentist is currently \$196,674. The amount of the incentive payment for a qualifying physician assistant, nurse practitioner or nurse midwife is currently \$44,837. To be eligible a community must:

- Have a population of 10,000 or less;
- Be assessed by the Department of Health to evaluate the community's need for eligible providers and its ability to sustain and support additional providers, and be found eligible for participation; and
- Agree to pay a pro-rated portion of the total amount of the incentive payment.
 - 0-2,500 population – 25%
 - 2,501-4,999 population – 50%
 - 5,000-10,000 population – 75%

For more information about the Recruitment Assistance Program, email Jill.Dean@state.sd.us, or visit <http://ruralhealth.sd.gov>.



SDSU College of Nursing Programs Earn Accreditation

Contributed by South Dakota State University

The South Dakota State University College of Nursing recently had two programs earn accreditation by the Commission on Collegiate Nursing Education.

The college's doctor of nursing practice and postgraduate advanced practice registered nurse certificate programs both were accredited for 10 years. The 10-year accreditation period is a first for both programs. The DNP program was first accredited in 2011 for five years as a new program.

"This news is a reflection on all of the hard work the college has done and will continue to do to deliver quality nursing education," said Nancy Fahrenwald, dean of the college. "We are proud of our graduates who have advanced their education and serve the health-care workforce as an APRN or DNP. They and the other professionals provide affordable, accessible and high-quality health care to millions of Americans."

As a result of the accreditation, these two programs are approved until Dec. 31, 2026.



South Dakota HOSA Hosts 83 at Annual Fall Academy in Pierre

Contributed by AHEC Program Office



On Monday, October 3, 2016, Eighty-three HOSA-Future Health Professionals had the opportunity to attend the HOSA Fall Leadership Academy, which was an amazing leadership experience. Mark Burley, HOSA State Advisor of Michigan and Leadership Director for National HOSA, taught leadership skills including first impressions, professionalism, and teamwork to students in a fun and entertaining way.

The activities were fun and students were actively participating in games which translated into leadership characteristics. Some of the activities included teams collaborating to transferring a bead from one end of the room to the other using only pipes, playing blind-folded dodgeball, and constructing towers with notecards. All these activities required patience, effective communication, and creative thinking, which came naturally to the members when they put them to the test, compared to just listening to a lecture on teamwork and leadership.

We also had the opportunity to tour the State Epidemiology Lab and Avera St. Mary's Hospital. One student commented that until today, she hadn't thought about Epidemiology or Public Health as a career interest, but this tour really spoke to her about all the opportunities a career in Public Health has to offer. Another student was impressed by the Avera St. Mary's Hospital facility and commented on seeing himself working there.

At the beginning of the day, most students were strangers to each other, but at the end of the day, they were one great group of friends. Each student gained invaluable leadership skills that will help us become leaders of their local chapters as well as into the future.

South Dakota HOSA will host its 5th Annual State Leadership Conference at the Sanford Pentagon on April 6-7, 2017. Over 600 students will be in attendance to compete, attend academic sessions and take tours. If you would like to attend or help at the event please contact the HOSA state office.

If you would like more information about the South Dakota HOSA or would like your school to join the other 29 SD HOSA chapters, please...

- Visit the SD HOSA website: www.sdhosa.org
- Email the South Dakota HOSA State Advisor Brock.Rops@usd.edu
- Call the SD HOSA State office at 605.357.1576.



WDT Simulation Center Offering TeamSTEPPS Classes

Contributed by Western Dakota Tech



In 2015, the WDT Simulation Center Director, Lloyd McNett, and Simulation Operations Specialist, Lynn Birk, attended a Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS) Essentials course in Exton, PA. The class was conducted by TeamSTEPPS Master Trainer, Dr. Timothy Clapper. This specific class was chosen as it also incorporated high-fidelity simulation into the curriculum. Part of the requirement to complete the course was a “take home” plan to implement TeamSTEPPS at our location. WDT is proud to announce that our implementation plan has been successful.

In October of 2016, both Lloyd McNett and Lynn Birk completed their Master Trainer certification in TeamSTEPPS through the Agency for Healthcare Research and Quality (AHRQ). Since that time, the two have taught 3 TeamSTEPPS Essentials classes to WDT students in the Practical Nursing, Surgical Technology, and Paramedic programs. The 4-hour essentials course focuses on the 5 principles and 4 competencies of TeamSTEPPS. Upon completion of the course, all participants are presented a certificate of attendance and encouraged to list this new skill on their resume and/or curriculum vitae.

In the future, WDT is open to providing TeamSTEPPS classes to external clients through our Corporate Education department. If interested, please call the WDT Simulation Center at (605) 718-2980 or e-mail lloyd.mcnett@wdt.edu.



Scrubs Camps

Contributed by SD Office of Rural Health

Scrubs Camps for the 2016-2017 school year are being held across the state. The Department of Health and the Department of Education began partnership in 2007 to implement Scrubs Camps. These camps are free, one day, hands-on health career awareness opportunities for South Dakota’s high school students.

Huron: October 5th, 2016
Yankton: October 6th, 2016
Sioux Falls: October 7th, 2016
Aberdeen: October 10th, 2016
Hot Springs: October 12th, 2016
Mobridge: October 12th, 2016
Chamberlain: October 19th, 2016
Watertown: October 25th, 2016
Winner: November 4th, 2016
Rapid City: November 8th, 2016



Mitchell: November 16th, 2016
Spearfish: February 18th, 2017
Custer: March 4th, 2017
Pierre: March 7th, 2017
Vermillion: March 14th, 2017
Freeman: April 19th, 2017
Rapid City: April 20th, 2017
Madison: April 21st, 2017
Sioux Falls Spring Camp: TBD

For more information, contact Katie Reuman at 605.773.6320 or visit scrubscamps.sd.gov

AffordableCollegesOnline.org Honors SDSU's College of Nursing

Contributed by South Dakota State University

South Dakota State University's College of Nursing has been named on AffordableCollegesOnline.org's Best Online Nursing Degrees for 2016 list. The college is 37th on the list, which is generated the ranking by analyzing cost and quality metrics across thousands of U.S. colleges with online nursing degree options.

"We wanted to highlight the schools that are setting a high standard for online nursing programs," said Dan Schuessler, CEO and Founder of Affordable Colleges Online, "It is important to honor these universities who are going above and beyond to teach our future nurses."

AffordableCollegesOnline.org cited how SDSU's program allows RNs who already have a diploma or an associate degree can achieve a full bachelor of science in nursing completely online. The degree-completion program is offered in two different tracks, one that takes three semesters and another that takes five semesters. In addition, SDSU received points due to all of the university's nursing programs are accredited by the Commission on Collegiate Nursing Education and up to 90 community college credits can be transferred into the program.

Only public, not-for-profit institutions were eligible for the ranking. The primary data points used to identify the Best Online Nursing Degrees of 2016 include the following:

- Specialized accreditation form CCNE or Accreditation Commission for Education in Nursing;
- NCLEX-R Pass Rate for BSN Programs;
- In-state tuition and fees;
- Percent of full-time undergraduate students receiving institutional financial aid;
- Number of online programs offered;
- Student-to-teacher ratio; and
- 6-year graduate rate.

An in-depth look at the Best Online Nursing Degrees for 2016 can be seen here:

<http://www.affordablecollegesonline.org/degrees/nursing-programs/>

"We have made many technological advances in providing a college education, and for the best value, for our students," said Nancy Fahrenwald, the college's dean.

About AffordableCollegesOnline.org

AffordableCollegesOnline.org (<http://www.affordablecollegesonline.org/>) began in 2011 to provide quality data and information about pursuing an affordable higher education. Our free community resource materials and tools span topics such as financial aid and college savings, opportunities for veterans and people with disabilities, and online learning resources. We feature higher education institutions that have developed online learning environments that include highly trained faculty, new technology and resources, and online support services to help students achieve educational and career success. We have been featured by over 1,000 postsecondary institutions and over 100 government organizations.



DOH Social Media

Contributed by SD Office of Rural Health



What's happening at the South Dakota Department of Health and the Office of Rural Health?
Keep informed at these social media accounts.

DOH on Facebook – <https://www.facebook.com/SDHealthDepartment>

DOH on Twitter – <https://twitter.com/SDDOH>

SD Health Careers on Twitter - <https://twitter.com/SDHealthCareers>

HOTT on Facebook - <https://www.facebook.com/SDHealthCareers?ref=hl>

SIM-SD on Facebook - <https://www.facebook.com/Simulation-in-Motion-South-Dakota-131973850231573/timeline/>

More Information?

Contact [Josie Petersen](#), Department of Health

If you would like to be removed from this distribution list, please contact [Josie Petersen](#).



Season's Greetings from the South Dakota Office of Rural Health

Rebecca Baird

Jill Dean

Kenny Doppenberg

Bob Hardwick

Lance Iversen

Alan Johnson

Marty Link

Josie Petersen

Katie Reuman

DeAnn Sprenger